Anti-Bullying Policy

Contents

Inspiring Excellence Together – A place where communities matter and individuals thrive

1. Statement of Intent

- To ensure a positive learning environment is created in which all stakeholders feel safe.
- To encourage an ethos of respect and support for all.
- To raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur.
- To engage with all members of the South Axholme Academy community to ensure that we create a learning environment in which bullying will not be tolerated.
- To update and review our practices regularly, informing parents of any changes made to our anti-bullying polices or procedures, and signposting them to any useful resources

2. Defining Bullying

Bullying is: "Behaviour by an individual or group, persistent, deliberate and repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition).

At South Axholme we use the widely recognised **STOP (S**everal **T**imes **O**n **P**urpose) acronym to support with the identification of bullying.

There are four commonly recognised types of bullying which can be defined as follow:

Verbal bullying - involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called 'cyber bullying'); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats, or other prejudice-based behaviour.

Physical bullying – hurting someone by touching, for example through deliberate jostling, bumping, pushing, shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated and the intention is to create fear or to intimidate.

Indirect bullying - involving the manipulation of social networks with the intention of belittling an individual or individuals or excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumours or making malicious accusations and might involve cyber bullying.

Cyber bullying can be multifaceted and therefore the following protection is in place:

- an Acceptable Use Policy (AUP) that includes clear statements about e-communications
- assemblies highlighting cyber bullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

3. Procedures for Reporting Bullying Incidents

All students are encouraged to feel that it is right to tell someone if they are being treated unkindly or if they think someone else is being treated in an unkind way. These incidents of unkind behaviour are recorded on CPOMs. Where bullying is suspected to be happening based on logging, it will be identified by the pastoral team and be dealt with quickly and appropriately.

Whilst it is the responsibility of all staff within the academy to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore, incidents of bullying should be referred to the appropriate Progress and Achievement Leader (PAL) as quickly as possible.

Staff suspecting an incident of bullying/unkind behaviour should:

- Record any unkind behaviour on CPOMS
- Reassure the young person that their concerns are being taken seriously and will be investigated (if it has occurred Several Times On Purpose)
- Avoid labelling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
- contact the relevant Progress and Achievement Leader as soon as possible with further details of the incidents

The Progress and Achievement Leader will record the incident details on our MIS system and CPOMS systems as needed.

All reported incidents of persistent unkind behaviour or bullying should be investigated using the following procedure:

- Appropriate students will be interviewed by the relevant Progress and Achievement Leader and statements will be taken
- Copies of statements and any supporting evidence gathered will be stored electronically on CPOMS

- Details of all actions taken will be recorded on CPOMs under 'Actions' and 'Closed' when appropriate actions have been taken

The recipient and perpetrator of any bullying incident will be spoken to by the appropriate Progress and Achievement Leader and/or appropriate senior leaders and where appropriate, mediation will take place. Parents of both parties will be contacted and informed.

4. Roles

The Progress and Achievement Leader will:

- Provide advice, support and assistance to any student who reports bullying. Where wider family support is required, it will be delivered through the Early Help process or a Pastoral Support Plan.
- Monitor CPOMs and the email system for reports from members of academy staff for individual students who are causing concern (both recipients and perpetrators of bullying).
- Ensure that unkind behaviour/ bullying is a standing item of Progress and Achievement meetings. These will focus on the issues presented during the term to ensure appropriate tracking and intervention for all students.
- Where appropriate (if the student and victim are in agreement) use restorative practice strategies to allow the victim to explain the consequences of the perpetrator's actions to them face to face. Where used, this will be conducted in a safe and supported environment. Agreements would then be reached which would allow a new relationship to be established
- Refer vulnerable students to appropriate services, e.g. counselling or With Me in Mind.
- In collaboration with senior leaders and other staff, seek opportunities to promote the anti- bullying strategy at South Axholme Academy, e.g. via assemblies, displays and promotion of national awareness campaigns.
- Educate students who are participating in unkind behaviour in the reflection room to allow them to understand the harm they can cause and to prevent reoffending. This may be supported by third party agencies including the police.

The Senior Leadership Team will:

- Respond to student and parent voice to review and amend anti-bullying practices.
- Monitor, review and update the anti-bullying policy and report incidents of bullying to necessary stakeholders in order to ensure the safety of all members of the academy.
- Ensure that all staff have a clear understanding of the South Axholme anti-bullying

policy through safeguarding updates throughout the year.
- Ensure that the policy is implemented through regular quality assurance.
- Strive to enhance the quality of safeguarding work in relation to bullying and link this to the personal development programme to create a culture where unkind behaviour is challenged
- Formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys, student voice surveys etc.

Governors will:

- Ensure that an anti-bullying policy is in place and is reviewed annually.
- Ensure that any serious incidents of bullying are communicated in the termly governors report.

Parents and carers will:

- Regularly speak to their child in order to promote a social conscience and awareness that reporting unkind behaviour/ bullying is the right thing to do.
- Be aware of and support the academy's anti-bullying policy and procedures and use these to assist their child in understanding the impact of unkind behaviour/bullying behaviour.
- Support the academy's actions in dealing with proven cases of unkind behaviour/bullying.
- Work with the academy in order to support their child in developing positive responses to incidents of unkind behaviour/ bullying consistent with the academy's anti-bullying procedures.
- Engage in the Early Help process if wider support is required.
- Be responsible for monitoring their child's e-communication and social media use. Should cyber-bullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, use the report feature on Facebook, red flag on Youtube or report to the local police as needed.

5. Appeals Process for Bullying Incidents

At all times the Academy will seek to work with parents and students to ensure that incidents of unkind behaviour/ bullying are dealt with to the satisfaction of all concerned.

If at this point an agreement cannot be reached, the matter may be dealt with through the formal IET complaints procedure detailed on the website.

6. Promoting the Anti-Bullying Policy, Culture and Ethos

South Axholme Academy has a clear protocol for sustainable promotion of the anti-bullying policy and developing an academy wide culture and ethos which supports tackling unkind behaviour/bullying. This is multifaceted through:

- Staff development sessions to discuss policy updates and support staff in delivering the curriculum.
- Appropriate citizenship embedded as part of the General Studies curriculum, with students shown that unkind behaviour/bullying in any form is unacceptable.
- The use of tutor time and South Axholme Mindset days, all of which develop discussion, raise awareness and understanding of the impacts of unkind behaviour/ bullying.
- Cyber bullying mentors/ anti-bullying activities which take place throughout the year promoting the anti-bullying message across the South Axholme community.

7. Document Control

This policy will be reviewed annually by the Principal. At every review, it will be approved by the Academy Oversight Committee. This policy remains valid until it is reviewed and replaced, it does not expire by date alone.

Contact	C Barnes
Status	Issued
Publication Date	11/2025
Review Cycle	Annually
Review Date	11/2025
Next Review Due	11/2026
Approved/Ratified by	AOC/CEO
Version Control	
Draft	For comments /consultation
Issue	1

IET reserves the right to make amendments to this policy at any time without notice.

End

Inspiring Excellence Together – A place where communities matter and individuals thrive